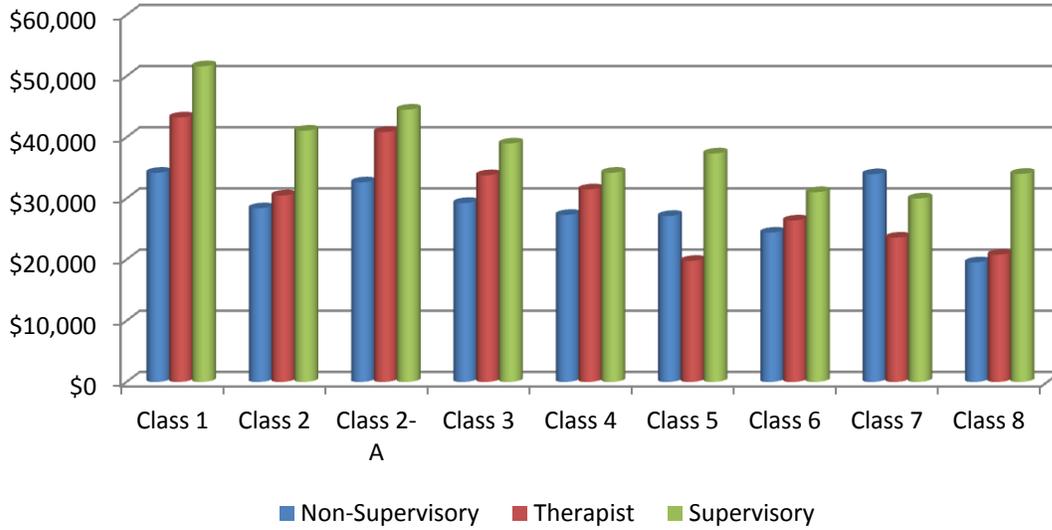


Salary Range by County Class
Data Extracted from the 2015 VSAC Capacity Building Survey

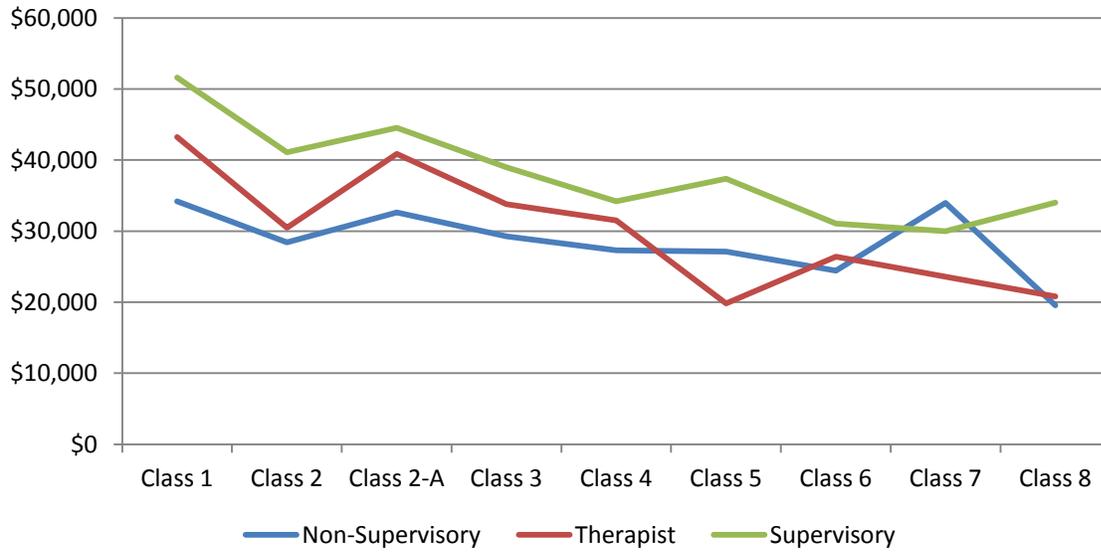
SALARY COMPARISON BY COUNTY CLASS					
County Class	Salary Level	Range - Starting	Average - Starting	Range - Current	Average - Current
Class 1	Non-Supervisor (12)	\$25,000-\$46,180	\$34,206	\$26,000-\$50,684	\$37,434
	Therapist (2)	\$39,500-\$47,000	\$43,250	\$43,500-\$47,000	\$45,250
	Supervisors (11)	\$38,000-\$70,000	\$51,620	\$42,000-\$70,000	\$54,318
Class 2	Non-Supervisor (5)	\$22,000-\$35,000	\$28,400	\$25,000-\$37,000	\$31,681
	Therapist (3)	\$12,480-\$40,000	\$30,493	\$36,000-\$40,000	\$39,000
	Supervisors (4)	\$30,000-\$47,635	\$41,091	\$38,000-\$56,503	\$47,700
Class 2-A	Non-Supervisor (13)	\$20,000-\$45,000	\$32,635	\$20,000-\$60,000	\$37,321
	Therapist (3)	\$33,000-\$52,000	\$40,870	\$33,000-\$62,400	\$46,783
	Supervisors (12)	\$25,000-\$60,000	\$44,525	\$35,000-\$67,000	\$49,152
Class 3	Non-Supervisor (32)	\$17,680-\$49,920	\$29,262	\$18,000-\$49,920	\$33,645
	Therapist (3)	\$32,000-\$35,000	\$33,807	\$35,000-\$42,000	\$39,603
	Supervisors (22)	\$20,800-\$80,000	\$38,983	\$27,040-\$80,000	\$45,644
Class 4	Non-Supervisor (15)	\$18,200-\$49,920	\$27,305	\$23,000-\$49,920	\$29,566
	Therapist (2)	\$24,000-\$39,000	\$31,500	\$27,000-\$42,000	\$34,500
	Supervisors (13)	\$24,500-\$48,000	\$34,203	\$32,500-\$52,000	\$39,150
Class 5	Non-Supervisor (13)	\$19,500-\$49,920	\$27,138	\$23,400-\$49,920	\$29,442
	Therapist (2)	\$15,600-\$24,000	\$19,800	\$23,647-\$27,000	\$25,324
	Supervisors (9)	\$28,000-\$55,000	\$37,367	\$31,200-\$65,000	\$39,309
Class 6	Non-Supervisor (44)	\$14,000-\$49,920	\$24,416	\$18,000-\$65,000	\$31,219
	Therapist (2)	\$20,800-\$32,000	\$26,400	\$24,960-\$42,000	\$33,480
	Supervisors (26)	\$20,800-\$40,000	\$31,040	\$25,000-\$56,580	\$36,573
Class 7	Non-Supervisor (3)	\$24,000-\$49,920	\$33,973	\$27,424-\$49,920	\$34,982
	Therapist (0)	No response		No response	
	Supervisors (2)	\$28,000-\$32,000	\$30,000	\$34,910-\$42,100	\$38,505
Class 8	Non-Supervisor (8)	\$11,000-\$31,000	\$19,548	\$11,000-\$42,000	\$26,666
	Therapist (1)	\$20,800		\$24,960	
	Supervisors (3)	\$28,083-\$40,000	\$34,027	\$29,903-\$45,000	\$36,301

NOTE: No data was reported for Therapist salaries for Class 7. For graph purposes, the salaries for Class 6 and Class 8 were averaged to plot an approximate Class 7 salary.

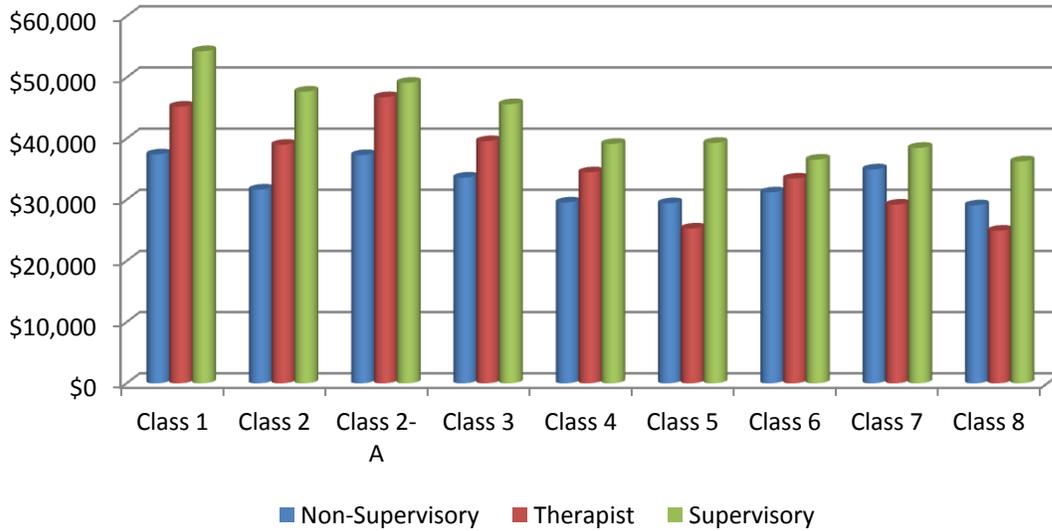
Average Starting Salaries by County Class



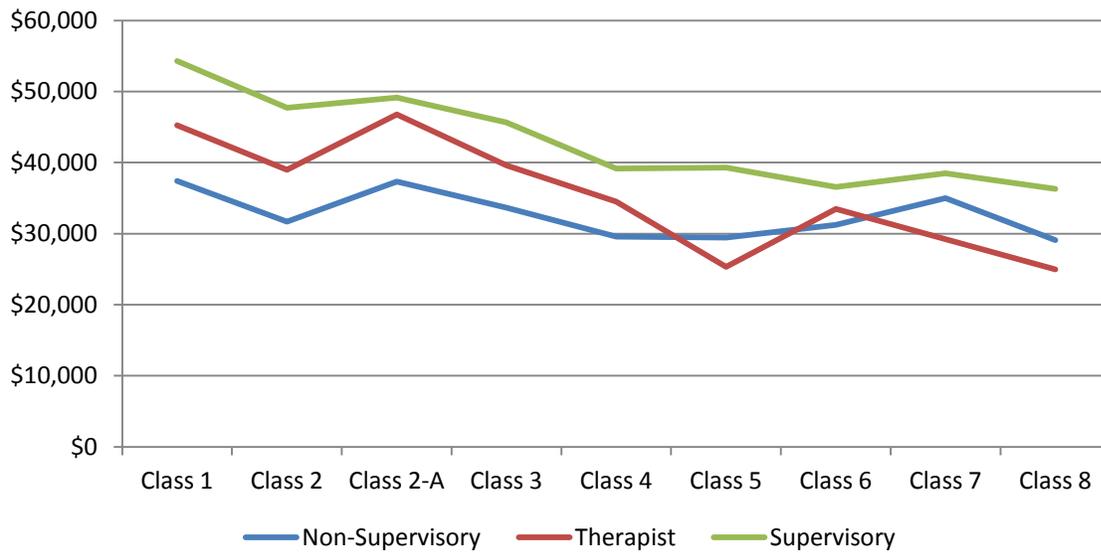
Average Starting Salaries by County Class



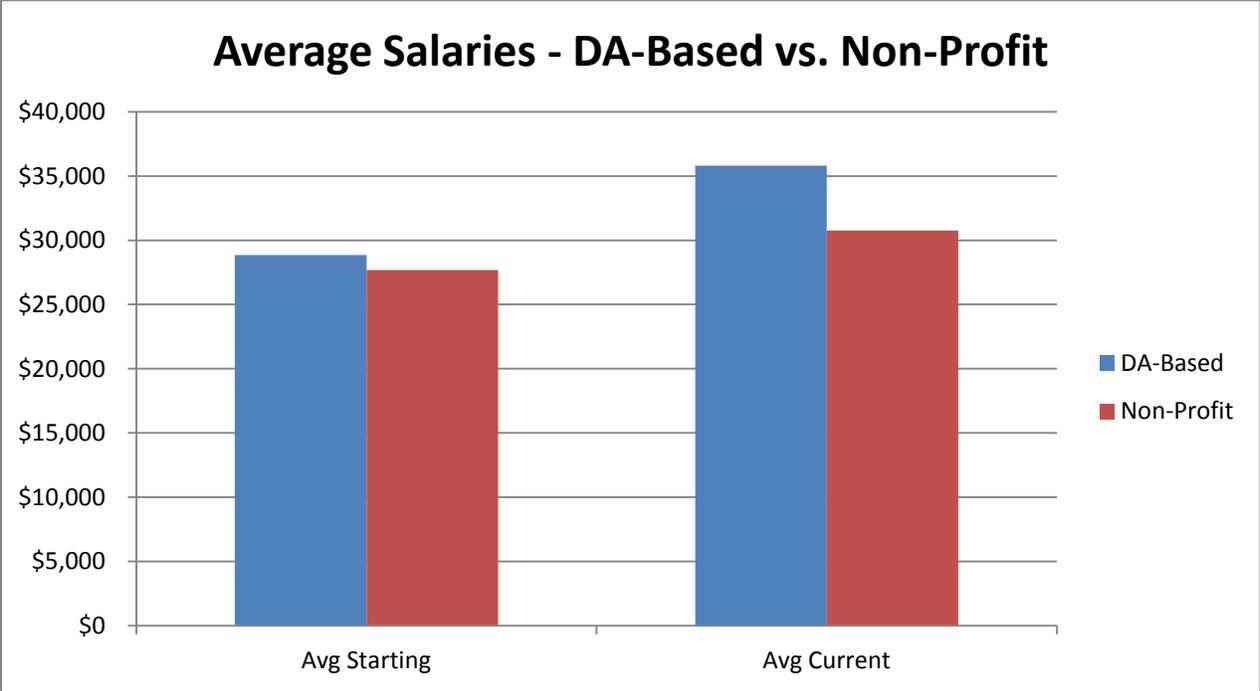
Average Current Salaries by County Class



Average Current Salaries by County Class

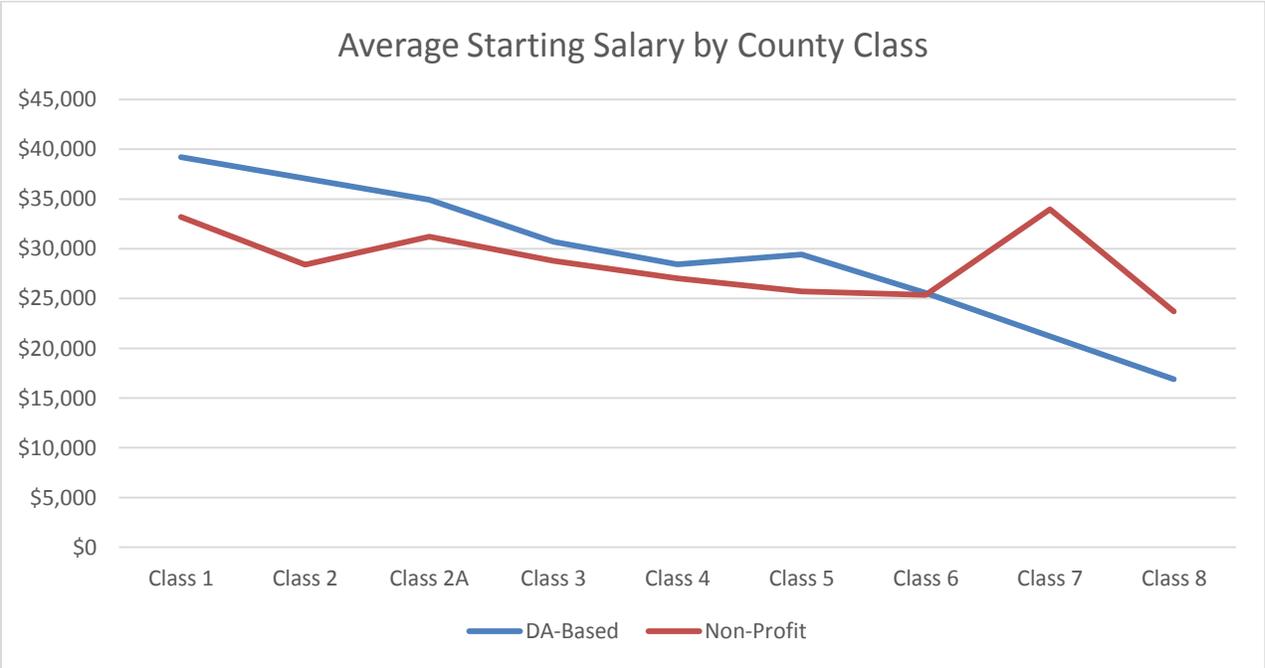


SALARY COMPARISON: DA-BASED VS NON-PROFIT STATEWIDE					
Service	Salary Level	Range - Starting	Average - Starting	Range - Current	Average - Current
DA-based (38)	Advocates/ Non-Supervisor	\$11,000-\$49,530	\$28,860	\$11,000-\$65,000	\$35,810
Non-profit (80)	Advocates/ Non-Supervisor	\$17,000-\$49,920	\$27,689	\$18,000-\$51,333	\$30,747

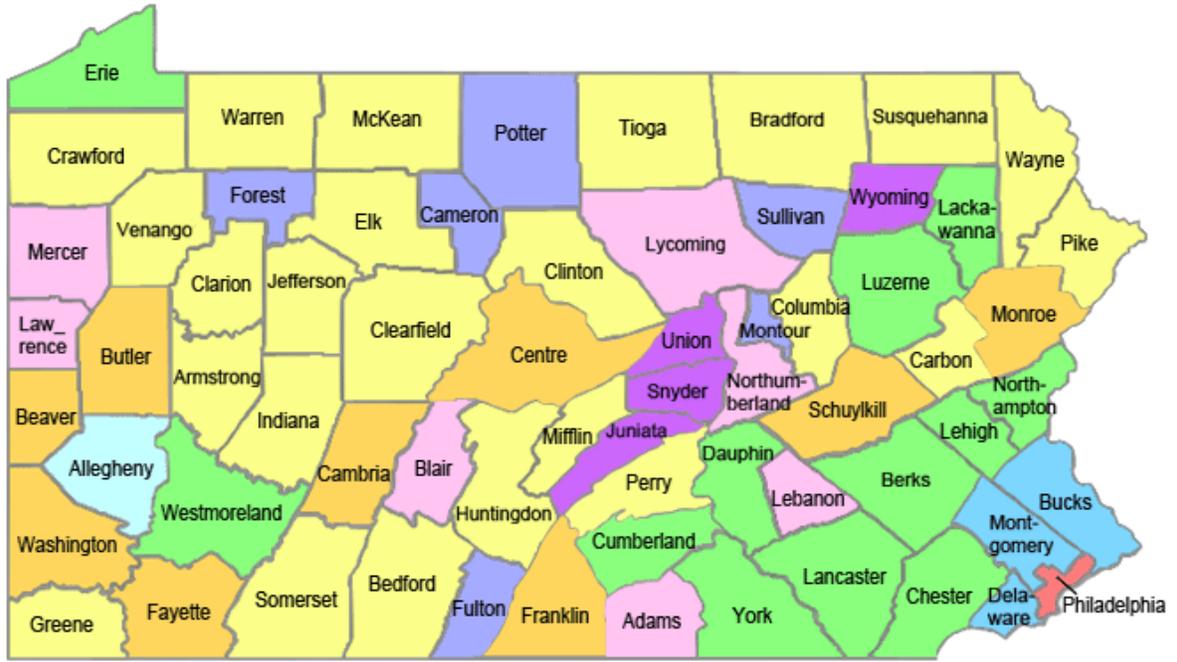


SALARY COMPARISON: DA-BASED VS NON-PROFIT BY COUNTY CLASS					
County Class	Non-Supervisor	Range - Starting	Average - Starting	Range - Current	Average - Current
Class 1	DA-Based (2)	\$35,000-\$43,407	\$39,204	\$35,000-\$56,406	\$45,703
	Non-profit (10)	\$25,000-\$46,180	\$33,206	\$26,000-\$50,684	\$35,780
Class 2	DA-Based (0)	\$-----	\$-----	\$-----	\$-----
	Non-profit (5)	\$22,000-\$35,000	\$28,400	\$25,000-\$37,000	\$31,681
Class 2-A	DA-Based (5)	\$25,000-\$45,000	\$34,912	\$29,894-\$60,000	\$43,224
	Non-profit (8)	\$20,000-\$40,000	\$31,212	\$20,000-\$50,000	\$34,370
Class 3	DA-Based (8)	\$21,000-\$49,530	\$30,696	\$33,000-\$49,530	\$39,342
	Non-profit (24)	\$17,680-\$49,920	\$28,785	\$18,000-\$51,333	\$31,746
Class 4	DA-Based (3)	\$22,000-\$33,280	\$28,427	\$23,000-\$33,280	\$28,760
	Non-profit (12)	\$18,200-\$49,920	\$27,025	\$24,600-\$49,920	\$29,767
Class 5	DA-Based (5)	\$20,491-\$42,000	\$29,425	\$20,491-\$42,000	\$31,678
	Non-profit (8)	\$19,500-\$49,920	\$25,708	\$22,277-\$49,920	\$27,765
Class 6	DA-Based (16)	\$14,000-\$41,600	\$25,541	\$18,500-\$65,000	\$37,104
	Non-profit (29)	\$17,000-\$49,920	\$25,351	\$18,000-\$49,920	\$27,972
Class 7	DA-Based (0)	\$-----	\$-----	\$-----	\$-----
	Non-profit (3)	\$25,000-\$49,920	\$33,973	\$27,424-\$49,920	\$34,982
Class 8	DA-Based (2)	\$11,000-\$22,751	\$16,876	\$11,000-\$22,751	\$16,876
	Non-profit (6)	\$17,000-\$31,000	\$23,697	\$18,000-\$42,000	\$29,930

NOTE: No data was reported for DA-Based salaries for Class 2 and Class 7. For graph purposes, the salaries for Class 1 and Class 2A were averaged to plot an approximate Class 2 salary. The same was done for Class 7 using an average of Class 6 and Class 8 salaries.



Average Current Salary by County Class



- | | | |
|--|---|--|
| ■ First Class (1)
Population of 1,500,00 or more | ■ Third Class (11)
Population of 210,000 to 499,999 | ■ Sixth Class (24)
Population of 45,000 to 89,999 |
| ■ Second Class (1)
Population of 800,000 to 1,499,999 | ■ Fourth Class (7)
Population of 145,000 to 209,999 | ■ Seventh Class (5)
Population of 20,000 to 44,999 |
| ■ Second Class A (2-A) (3)
Population of 500,000 to 799,999 | ■ Fifth Class (9)
Population of 90,000 to 144,999 | ■ Eighth Class (6)
Population of less than 20,000 |